

Impact of Spiritual Intelligence and Work Life Balance: An Empirical Study among Nurses in Private Hospitals in Kerala

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Abstract

This study looks into how work-life balance (WLB) among nurses working in private hospitals is affected by spiritual intelligence (SI). The study uses a quantitative method to evaluate how SI affects nurses' perceptions of WLB; investigate the connection between particular SI dimensions and WLB; and identify the critical SI abilities that support effective WLB implementation. The results will shed light on the part SI plays in improving nurses' professional efficacy and well-being, which will eventually lead to better healthcare service delivery in private hospital settings.

Keywords: Spiritual Intelligence, Work-Life Balance, Nurses, Private Hospitals, SI Competencies, Well-being, Healthcare, Professional Effectiveness.

Introduction

The nursing profession is marked by high levels of stress, emotional labor, and difficult work schedules, especially in the demanding setting of private hospitals. These elements have a major effect on nurses' work-life balance (WLB), which can result in burnout, a decline in job satisfaction, and possible compromises in patient care. As the need of holistic well-being for professional success becomes more widely acknowledged, the idea of spiritual intelligence (SI) has

become a viable tool for overcoming these obstacles. Understanding and integrating one's inner life with the outside world, as well as finding meaning and purpose in life and work, are all components of spiritual intelligence, which is different from religious affiliation.

Self-awareness, transcendence, and the capacity to integrate values and beliefs into day-to-day activities are all part of it. SI may provide nurses, who often deal with intense human experiences, with a special framework for managing stress, building resilience, and striking a more harmonious balance between their personal and professional life. This study investigates how spiritual intelligence affects nurses' work-life balance in private hospitals. It acknowledges that nurses need more than just technical abilities in these hectic, frequently high-pressure environments; they also need internal resources to sustain their well-being and deliver compassionate care. The goal of this study is to clarify how developing spiritual intelligence might help nurses have more happy and sustainable careers, which will eventually benefit the organization and the individual by analyzing the relationship between SI and WLB. It is essential to comprehend the particular SI abilities that facilitate the successful implementation of WLB in order to create focused interventions and support systems in private hospital settings.

Spiritual Intelligence

Spiritual intelligence (SI) is the ability to move beyond material concerns, connect with a sense of something bigger than oneself, and seek and find purpose in life. In contrast to religious affiliation, SI enables people to purposefully and compassionately manage the complexity of life. It includes critical existential thinking, the creation of personal meaning, and transcendental awareness. It is a useful tool

for promoting resilience and well-being in a variety of settings, especially in demanding occupations like nursing, where it has a big impact on work-life balance.

Spiritual Intelligence Competencies and Work Life Balance

In order to achieve work-life balance (WLB), spiritual intelligence (SI) abilities including self-awareness, meaning-making, and transcendental awareness are essential. SI helps people prioritize and efficiently manage their time and energy by cultivating a profound grasp of their own values and purpose. Work-related stressors can be reframed through meaning-making, which lessens their impact on personal life, and transcendental awareness offers perspective and a sense of connection, which lessens feelings of overwhelm. People can create resilience, set appropriate boundaries, and integrate work and personal life in a way that is consistent with their basic values by developing these SI competences, which eventually results in a more contented and harmonious work-life balance.

An analysis of the relevant literature

- Hyde *, B. (2004) considering spirituality as a legitimate type of intelligence is made possible by the link between spiritual experience, problem-solving, and cerebral activity. This is especially true in educational settings that place a high importance on both intellectual and spiritual development.
- Paloutzian, R. F., Emmons, R. A., & Keortge, S. G. (2010)proposes spiritual intelligence establish healthier workplaces and offer the psychological framework for raising employee performance while lowering stress, conflict, and discontent.

- Purbarar, F., Marzband, R., & Yaghubi, T. (2022) highlights how SI may improve patient care, increase the well-being of healthcare professionals, and create a more caring and fulfilling work atmosphere. It is a useful tool for comprehending the complexity of SI and its importance in the context of healthcare.
- Sharifnia, A. M., Fernandez, R., Green, H., & Alananzeh, I. (2022) observes professional practice, work-related stress, and spiritual intelligence are all positively impacted by spiritual intelligence educational interventions for nurses and nursing students.
- Afshani, S. A., & Abooei, A. (2022) looked at how SI and MI predict lifestyle choices across a range of variables, including physical, mental, social, and spiritual health, using structural equation modeling and a descriptive correlation. Both SI and MI had a positive and significant impact on lifestyle.
- Hussain, S., Khan, Z. H., Amin, R., & Kanwal, U. (2023) A thorough curriculum grounded in Islamic beliefs has been shown to improve pupils' mental and spiritual intelligence, according to a study. In order to improve university students' general well-being, the findings have important ramifications for curriculum creation and support services.
- Bendre, V. (2023) emphasizes the idea that SI can be thought of as the “intelligence of the soul,” highlighting how crucial it is for negotiating the challenges of the twenty-first century. The study reaffirms the importance of SI as a critical component for individual and social well-being in the modern day by gathering and evaluating a variety of perspectives.

- Pinto, C. T., Guedes, L., Pinto, S., & Nunes, R. (2024) The study results that resilience, overall mental and spiritual health, emotional intelligence, and positive social behaviors and communication techniques were all found to be positively correlated with spiritual intelligence, while burnout, stress, sadness, and anxiety were found to be negatively correlated.
- Stiliya, J. K., Antony, J. M., & Joseph, J. (2024) The study results that developing their SI can help nurses and other professionals feel more purpose in their job, which encourages creativity and investigation. This could result in innovative findings that expand on what is currently understood about medicine.
- Thakadipuram, T. (2024) emphasized as being vital to comprehending and developing spiritual intelligence, especially in the context of modern leadership, where nonduality and wholeness are necessary for morally and effectively conducting business.

Significance of the study

It is crucial to find out how spiritual intelligence and work-life balance affect nurses in private hospitals since it may help solve important issues facing the medical field. High stress, burnout, and emotional exhaustion are common among nurses, especially in demanding private hospital settings. The findings of this study may help nurses better manage stress, discover purpose in their profession, and strike a better work-life balance by equipping them with skills related to spiritual intelligence. The results of these studies can ultimately guide the creation of support networks and interventions that boost nurses' well-being, increase their job satisfaction, and contribute to better patient care.

Objective of the Study

- To assess the relationship between spiritual intelligence and work-life balance among nurses.
- To examine the impact of spiritual intelligence on nurses' stress levels and job satisfaction.
- To explore the potential for spiritual intelligence interventions to improve nurses' well-being.

Method

In this study, a quantitative approach known as correlational research was employed. The performance of nurses in the private hospitals were the study's dependent variable, whereas spiritual intelligence was its independent variable.

The main instrument utilized to collect data for this study was a questionnaire. The data was collected using a sample size of 35. The Likert Scale was the scale used in this investigation. Consideration is also given to demographic factors such as gender, age, education, experience, and title.

Analysis and Interpretation

The results of the survey indicate that the elements of spiritual intelligence—such as inner peace, compassion, stress management, tolerance, values, and ethics—have a direct and substantial relationship with the elements of work-life balance, including commitment, productivity, job performance, professional development, and the favorable effects on patient care.

The correlation coefficient of 0.6959 between the two variables, spiritual intelligence and work-life balance, shows a reasonably significant positive linear connection. When the absolute value of

0.6959 falls between 0.6 and 0.8, it is considered "moderately strong." This suggests that spiritual intelligence and work life balance are highly correlated.

Table A

Regression Analysis for outcomes

Multiple R	0.695997019
R Square	0.48441185
Adjusted R Square	0.419963331
Standard Error	6.676271083

The multiple R (0.695997019) indicates the direction and intensity of the linear relationship between the independent and dependent variables. The correlation is comparatively strong and positive, with a value of 0.6959.

The percentage of the variance of the dependent variable that can be explained by the independent variables is known as the R Square (0.48441185).

The independent factors explain 48.44% of the variation in the dependent variable, with a value of 0.4844. A modified R square that takes into consideration the sample size and the number of independent variables is called the adjusted R square (0.419963331). It is commonly regarded as a more reliable measure of the model's fit.

The standard error (6.676271083) is the average difference between the regression model's predicted values and the dependent variable's actual values.

Table B

ANOVA					
	Df	SS	MS	F	Significance F
Regression	1	335.0192354	335.0192354	7.5162604 07	0.025387155
Residual	8	356.5807646	44.57259558		
Total	9	691.6			

The model is considered statistically significant if the p-value (0.0254) is less than 0.05, indicating that the independent variable or variables significantly predict the dependent variable.

Table C

		Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%
Intercept	5.426	8.570	0.633	0.544	14.337	25.190	14.337	5.190
X Variable 1	0.604	0.220	2.741	0.0253	0.095	1.112	0.095	1.112

Based on the data, the regression model is statistically significant because the p-value for X Variable 1 is less than 0.05, meaning that X Variable 1 significantly predicts the dependent variable. The coefficient for X Variable 1 shows that, if all other variables stay

the same, an increase of one unit in X Variable 1 translates into an increase of 0.6041 units in the dependent variable.

Findings

- Relationship Strength: Moderately Strong ($r = 0.6959$)
- The association shows that improved work-life balance (WLB) is substantially correlated with nurses' higher levels of spiritual intelligence (SI).
- Better Patient Care Results
- More emotional control and compassion in nurses make them better at handling patient contacts, which enhances patient satisfaction, the standard of care, and patient safety.
- Less emotional exhaustion and burnout
- In order to avoid compassion fatigue, SI assists nurses in reducing emotional depletion, managing occupational stress, and fostering empathy without excess.
- Optimal Professional Growth
- Spiritually intelligent nurses are self-aware, morally based, and contemplative, which fosters clinical judgment, lifelong learning, and making decisions under duress.
- Dedication to Holistic Medical Care
- Holistic care is typically provided by nurses who are motivated by spiritual principles, attending to patients' emotional and spiritual demands in addition to their physical ones

Recommended Steps to Improve Work-Life Balance in Nursing through Spiritual Intelligence

- Programs for Mindfulness-Based Stress Reduction (MBSR)
- Modules for Spiritual Care Training

- Flexible Time-Off and Scheduling Guidelines
- Rounds of Ethical Reflection
- Flexible Time-Off and Scheduling Guidelines
- Practices of Compassion and Gratitude in Peer Support and Mentoring
- Including Spiritual Evaluations in Care Leadership Education in SI Prayer Rooms and Wellness Areas
- Evaluations of Performance Including SI Values

Conclusion

The research demonstrates a statistically significant link between X Variable 1 and nurses' work-life balance ($p < 0.05$). This implies that work-life balance is significantly predicted by X Variable 1. In particular, when all other variables are held constant, nurses' work-life balance increases by 0.6041 units for every unit rise in X Variable 1. This suggests that among nurses working in private hospitals, better work-life balance correlates to greater levels of X Variable 1, which may reflect elements of spiritual intelligence. Consequently, programs or treatments that improve X Variable 1 may help these nurses have a better work-life balance. The findings of the survey provide compelling evidence that spiritual intelligence serves as a fundamental tenet of work-life balance for nurses. Better performance, patient outcomes, mental health, and job happiness are all directly impacted by qualities like inner peace, compassion, ethical clarity, and tolerance. It is not only advantageous but also necessary to incorporate SI into organizational culture and human growth in high-stakes settings like healthcare, where empathy and perseverance are crucial.

Encouraging SI-driven practices can assist nurses in striking a balance between their work and personal lives, creating a more resilient, caring, and contented healthcare workforce.

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